

Please contact Courtney Lattimore, Contracting Specialist (courtney.lattimore@dc.gov), in order to obtain the following attachments:

- Attachment J.1.5 - Disruption Analysis
- Attachment J.1.6 - Census Data
- Attachment J.1.8 - Large Claims Experience

Thank you!!

WD 05-2103 (Rev.-4) was first posted on www.wdol.gov on 07/10/2007

REGISTER OF WAGE DETERMINATIONS UNDER		U.S. DEPARTMENT OF LABOR
THE SERVICE CONTRACT ACT		EMPLOYMENT STANDARDS
ADMINISTRATION		
By direction of the Secretary of Labor		WAGE AND HOUR DIVISION
		WASHINGTON D.C. 20210
		Wage Determination No.: 2005-
2103		
William W.Gross	Division of	Revision No.: 4
Director	Wage Determinations	Date Of Revision:
07/05/2007		

States: District of Columbia, Maryland, Virginia

Area: District of Columbia Statewide
 Maryland Counties of Calvert, Charles, Frederick, Montgomery, Prince
 George's, St
 Mary's
 Virginia Counties of Alexandria, Arlington, Fairfax, Falls Church,
 Fauquier, King
 George, Loudoun, Prince William, Stafford

****Fringe Benefits Required Follow the Occupational Listing****

OCCUPATION CODE - TITLE	MINIMUM WAGE RATE
01000 - Administrative Support And Clerical Occupations	
01011 - Accounting Clerk I	13.79
01012 - Accounting Clerk II	15.49
01013 - Accounting Clerk III	18.43
01020 - Administrative Assistant	23.59
01040 - Court Reporter	18.43
01051 - Data Entry Operator I	12.67
01052 - Data Entry Operator II	13.82
01060 - Dispatcher, Motor Vehicle	16.50

01070 - Document Preparation Clerk
13.29
01090 - Duplicating Machine Operator
13.29
01111 - General Clerk I
13.72
01112 - General Clerk II
15.32
01113 - General Clerk III
18.74
01120 - Housing Referral Assistant
21.66
01141 - Messenger Courier
10.23
01191 - Order Clerk I
14.74
01192 - Order Clerk II
16.29
01261 - Personnel Assistant (Employment) I
15.60
01262 - Personnel Assistant (Employment) II
18.43
01263 - Personnel Assistant (Employment) III
21.66
01270 - Production Control Clerk
21.29
01280 - Receptionist
12.72
01290 - Rental Clerk
15.60
01300 - Scheduler, Maintenance
15.60
01311 - Secretary I
17.03
01312 - Secretary II
18.39
01313 - Secretary III
21.66
01320 - Service Order Dispatcher
15.82
01410 - Supply Technician
23.59
01420 - Survey Worker
18.43
01531 - Travel Clerk I
12.07
01532 - Travel Clerk II
13.01
01533 - Travel Clerk III
13.99
01611 - Word Processor I
13.76
01612 - Word Processor II
15.60

01613 - Word Processor III
18.43
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer, Fiberglass
25.26
05010 - Automotive Electrician
21.37
05040 - Automotive Glass Installer
20.14
05070 - Automotive Worker
20.14
05110 - Mobile Equipment Servicer
17.31
05130 - Motor Equipment Metal Mechanic
22.53
05160 - Motor Equipment Metal Worker
20.14
05190 - Motor Vehicle Mechanic
22.53
05220 - Motor Vehicle Mechanic Helper
16.81
05250 - Motor Vehicle Upholstery Worker
19.66
05280 - Motor Vehicle Wrecker
20.14
05310 - Painter, Automotive
21.37
05340 - Radiator Repair Specialist
20.14
05370 - Tire Repairer
14.43
05400 - Transmission Repair Specialist
22.53
07000 - Food Preparation And Service Occupations
07010 - Baker
13.18
07041 - Cook I
11.97
07042 - Cook II
13.28
07070 - Dishwasher
9.76
07130 - Food Service Worker
10.25
07210 - Meat Cutter
16.07
07260 - Waiter/Waitress
8.59
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter
18.05
09040 - Furniture Handler
12.78
09080 - Furniture Refinisher

18.39
09090 - Furniture Refinisher Helper
14.11
09110 - Furniture Repairer, Minor
16.31
09130 - Upholsterer
18.05
11000 - General Services And Support Occupations
11030 - Cleaner, Vehicles
9.67
11060 - Elevator Operator
9.79
11090 - Gardener
15.70
11122 - Housekeeping Aide
10.89
11150 - Janitor
10.89
11210 - Laborer, Grounds Maintenance
12.07
11240 - Maid or Houseman
10.84
11260 - Pruner
11.37
11270 - Tractor Operator
14.19
11330 - Trail Maintenance Worker
12.07
11360 - Window Cleaner
11.31
12000 - Health Occupations
12010 - Ambulance Driver
16.06
12011 - Breath Alcohol Technician
17.67
12012 - Certified Occupational Therapist Assistant
20.31
12015 - Certified Physical Therapist Assistant
19.99
12020 - Dental Assistant
16.90
12025 - Dental Hygienist
40.68
12030 - EKG Technician
24.34
12035 - Electroneurodiagnostic Technologist
24.34
12040 - Emergency Medical Technician
17.67
12071 - Licensed Practical Nurse I
18.60
12072 - Licensed Practical Nurse II
20.82
12073 - Licensed Practical Nurse III

21.79
12100 - Medical Assistant
14.23
12130 - Medical Laboratory Technician
18.04
12160 - Medical Record Clerk
14.96
12190 - Medical Record Technician
16.67
12195 - Medical Transcriptionist
16.46
12210 - Nuclear Medicine Technologist
28.93
12221 - Nursing Assistant I
9.75
12222 - Nursing Assistant II
10.96
12223 - Nursing Assistant III
12.99
12224 - Nursing Assistant IV
14.58
12235 - Optical Dispenser
16.67
12236 - Optical Technician
14.41
12250 - Pharmacy Technician
15.75
12280 - Phlebotomist
14.58
12305 - Radiologic Technologist
27.61
12311 - Registered Nurse I
24.92
12312 - Registered Nurse II
31.22
12313 - Registered Nurse II, Specialist
31.22
12314 - Registered Nurse III
37.77
12315 - Registered Nurse III, Anesthetist
37.77
12316 - Registered Nurse IV
45.28
12317 - Scheduler (Drug and Alcohol Testing)
18.04
13000 - Information And Arts Occupations
13011 - Exhibits Specialist I
18.55
13012 - Exhibits Specialist II
23.33
13013 - Exhibits Specialist III
28.11
13041 - Illustrator I
18.73

13042 - Illustrator II
23.42
13043 - Illustrator III
28.82
13047 - Librarian
25.45
13050 - Library Aide/Clerk
12.52
13054 - Library Information Technology Systems Administrator
22.99
13058 - Library Technician
17.88
13061 - Media Specialist I
16.58
13062 - Media Specialist II
18.55
13063 - Media Specialist III
20.68
13071 - Photographer I
14.67
13072 - Photographer II
17.18
13073 - Photographer III
21.52
13074 - Photographer IV
26.05
13075 - Photographer V
29.15
13110 - Video Teleconference Technician
16.58
14000 - Information Technology Occupations
14041 - Computer Operator I
16.72
14042 - Computer Operator II
18.71
14043 - Computer Operator III
20.86
14044 - Computer Operator IV
23.18
14045 - Computer Operator V
25.66
14071 - Computer Programmer I (1)
21.60
14072 - Computer Programmer II (1)
26.37
14073 - Computer Programmer III (1)
27.62
14074 - Computer Programmer IV (1)
27.62
14101 - Computer Systems Analyst I (1)
27.62
14102 - Computer Systems Analyst II (1)
27.62
14103 - Computer Systems Analyst III (1)

27.62
14150 - Peripheral Equipment Operator
16.72
14160 - Personal Computer Support Technician
23.18
15000 - Instructional Occupations
15010 - Aircrew Training Devices Instructor (Non-Rated)
34.39
15020 - Aircrew Training Devices Instructor (Rated)
42.72
15030 - Air Crew Training Devices Instructor (Pilot)
50.66
15050 - Computer Based Training Specialist / Instructor
31.26
15060 - Educational Technologist
29.09
15070 - Flight Instructor (Pilot)
50.66
15080 - Graphic Artist
24.95
15090 - Technical Instructor
23.87
15095 - Technical Instructor/Course Developer
29.19
15110 - Test Proctor
19.04
15120 - Tutor
19.04
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations
16010 - Assembler
8.95
16030 - Counter Attendant
8.95
16040 - Dry Cleaner
12.21
16070 - Finisher, Flatwork, Machine
8.95
16090 - Presser, Hand
8.95
16110 - Presser, Machine, Drycleaning
8.95
16130 - Presser, Machine, Shirts
8.95
16160 - Presser, Machine, Wearing Apparel, Laundry
8.95
16190 - Sewing Machine Operator
12.30
16220 - Tailor
13.01
16250 - Washer, Machine
9.81
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room)
18.95

19040 - Tool And Die Maker
23.05
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator
17.26
21030 - Material Coordinator
21.29
21040 - Material Expediter
21.29
21050 - Material Handling Laborer
12.65
21071 - Order Filler
13.21
21080 - Production Line Worker (Food Processing)
17.28
21110 - Shipping Packer
14.46
21130 - Shipping/Receiving Clerk
14.46
21140 - Store Worker I
10.44
21150 - Stock Clerk
14.35
21210 - Tools And Parts Attendant
17.26
21410 - Warehouse Specialist
17.26
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder
25.68
23021 - Aircraft Mechanic I
24.46
23022 - Aircraft Mechanic II
25.68
23023 - Aircraft Mechanic III
26.97
23040 - Aircraft Mechanic Helper
16.61
23050 - Aircraft, Painter
23.42
23060 - Aircraft Servicer
18.71
23080 - Aircraft Worker
19.90
23110 - Appliance Mechanic
20.60
23120 - Bicycle Repairer
14.43
23125 - Cable Splicer
24.98
23130 - Carpenter, Maintenance
20.36
23140 - Carpet Layer
18.70

23160 - Electrician, Maintenance
25.37
23181 - Electronics Technician Maintenance I
22.08
23182 - Electronics Technician Maintenance II
23.44
23183 - Electronics Technician Maintenance III
24.70
23260 - Fabric Worker
17.90
23290 - Fire Alarm System Mechanic
21.46
23310 - Fire Extinguisher Repairer
16.50
23311 - Fuel Distribution System Mechanic
22.81
23312 - Fuel Distribution System Operator
19.38
23370 - General Maintenance Worker
20.91
23380 - Ground Support Equipment Mechanic
24.46
23381 - Ground Support Equipment Servicer
18.71
23382 - Ground Support Equipment Worker
19.90
23391 - Gunsmith I
16.50
23392 - Gunsmith II
19.18
23393 - Gunsmith III
21.46
23410 - Heating, Ventilation And Air-Conditioning Mechanic
21.96
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)
23.13
23430 - Heavy Equipment Mechanic
21.46
23440 - Heavy Equipment Operator
21.46
23460 - Instrument Mechanic
21.46
23465 - Laboratory/Shelter Mechanic
20.36
23470 - Laborer
14.27
23510 - Locksmith
19.76
23530 - Machinery Maintenance Mechanic
21.77
23550 - Machinist, Maintenance
21.52
23580 - Maintenance Trades Helper

15.10
23591 - Metrology Technician I
21.46
23592 - Metrology Technician II
22.61
23593 - Metrology Technician III
23.72
23640 - Millwright
23.30
23710 - Office Appliance Repairer
21.00
23760 - Painter, Maintenance
20.36
23790 - Pipefitter, Maintenance
22.76
23810 - Plumber, Maintenance
20.99
23820 - Pneudraulic Systems Mechanic
21.46
23850 - Rigger
21.46
23870 - Scale Mechanic
19.18
23890 - Sheet-Metal Worker, Maintenance
21.46
23910 - Small Engine Mechanic
20.05
23931 - Telecommunications Mechanic I
25.22
23932 - Telecommunications Mechanic II
26.58
23950 - Telephone Lineman
24.43
23960 - Welder, Combination, Maintenance
21.46
23965 - Well Driller
21.46
23970 - Woodcraft Worker
21.46
23980 - Woodworker
16.50
24000 - Personal Needs Occupations
24570 - Child Care Attendant
11.58
24580 - Child Care Center Clerk
16.15
24610 - Chore Aide
9.58
24620 - Family Readiness And Support Services Coordinator
12.95
24630 - Homemaker
16.75
25000 - Plant And System Operations Occupations
25010 - Boiler Tender

24.98
25040 - Sewage Plant Operator
20.23
25070 - Stationary Engineer
24.98
25190 - Ventilation Equipment Tender
17.56
25210 - Water Treatment Plant Operator
20.23
27000 - Protective Service Occupations
27004 - Alarm Monitor
17.66
27007 - Baggage Inspector
11.51
27008 - Corrections Officer
19.83
27010 - Court Security Officer
23.26
27030 - Detection Dog Handler
17.66
27040 - Detention Officer
19.83
27070 - Firefighter
22.39
27101 - Guard I
11.51
27102 - Guard II
17.66
27131 - Police Officer I
23.94
27132 - Police Officer II
26.60
28000 - Recreation Occupations
28041 - Carnival Equipment Operator
12.35
28042 - Carnival Equipment Repairer
13.30
28043 - Carnival Equipment Worker
8.40
28210 - Gate Attendant/Gate Tender
13.01
28310 - Lifeguard
11.59
28350 - Park Attendant (Aide)
14.56
28510 - Recreation Aide/Health Facility Attendant
10.62
28515 - Recreation Specialist
18.04
28630 - Sports Official
11.59
28690 - Swimming Pool Operator
16.85
29000 - Stevedoring/Longshoremen Occupational Services

29010 - Blocker And Bracer
20.55
29020 - Hatch Tender
20.55
29030 - Line Handler
20.55
29041 - Stevedore I
19.18
29042 - Stevedore II
21.64
30000 - Technical Occupations
30010 - Air Traffic Control Specialist, Center (HFO) (2)
34.71
30011 - Air Traffic Control Specialist, Station (HFO) (2)
23.94
30012 - Air Traffic Control Specialist, Terminal (HFO) (2)
26.36
30021 - Archeological Technician I
17.06
30022 - Archeological Technician II
19.03
30023 - Archeological Technician III
23.76
30030 - Cartographic Technician
24.85
30040 - Civil Engineering Technician
22.19
30061 - Drafter/CAD Operator I
17.92
30062 - Drafter/CAD Operator II
20.06
30063 - Drafter/CAD Operator III
22.36
30064 - Drafter/CAD Operator IV
27.51
30081 - Engineering Technician I
20.19
30082 - Engineering Technician II
22.67
30083 - Engineering Technician III
25.37
30084 - Engineering Technician IV
31.43
30085 - Engineering Technician V
38.44
30086 - Engineering Technician VI
46.51
30090 - Environmental Technician
21.36
30210 - Laboratory Technician
22.36
30240 - Mathematical Technician
26.31
30361 - Paralegal/Legal Assistant I

20.03
30362 - Paralegal/Legal Assistant II
24.82
30363 - Paralegal/Legal Assistant III
30.35
30364 - Paralegal/Legal Assistant IV
36.73
30390 - Photo-Optics Technician
24.85
30461 - Technical Writer I
20.69
30462 - Technical Writer II
25.30
30463 - Technical Writer III
30.61
30491 - Unexploded Ordnance (UXO) Technician I
22.06
30492 - Unexploded Ordnance (UXO) Technician II
26.69
30493 - Unexploded Ordnance (UXO) Technician III
31.99
30494 - Unexploded (UXO) Safety Escort
22.06
30495 - Unexploded (UXO) Sweep Personnel
22.06
30620 - Weather Observer, Combined Upper Air Or Surface Programs (2)
22.14
30621 - Weather Observer, Senior (2)
23.98
31000 - Transportation/Mobile Equipment Operation Occupations
31020 - Bus Aide
11.99
31030 - Bus Driver
17.54
31043 - Driver Courier
12.71
31260 - Parking and Lot Attendant
9.06
31290 - Shuttle Bus Driver
13.89
31310 - Taxi Driver
13.98
31361 - Truckdriver, Light
13.89
31362 - Truckdriver, Medium
17.09
31363 - Truckdriver, Heavy
18.40
31364 - Truckdriver, Tractor-Trailer
18.40
99000 - Miscellaneous Occupations
99030 - Cashier
10.03
99050 - Desk Clerk

10.45
99095 - Embalmer
21.77
99251 - Laboratory Animal Caretaker I
10.47
99252 - Laboratory Animal Caretaker II
10.85
99310 - Mortician
27.25
99410 - Pest Controller
14.54
99510 - Photofinishing Worker
11.59
99710 - Recycling Laborer
15.73
99711 - Recycling Specialist
18.72
99730 - Refuse Collector
14.01
99810 - Sales Clerk
11.87
99820 - School Crossing Guard
11.37
99830 - Survey Party Chief
19.76
99831 - Surveying Aide
12.28
99832 - Surveying Technician
18.78
99840 - Vending Machine Attendant
12.61
99841 - Vending Machine Repairer
16.37
99842 - Vending Machine Repairer Helper
12.61

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$3.16 per hour or \$126.40 per week or \$547.73 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR

4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE PARENTHESES AFTER THEM RECEIVE THE FOLLOWING BENEFITS (as numbered):

1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and

maintenance
operations on sensitive ordnance, explosives and incendiary materials.
All
operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for

such cleaning
and maintenance at a rate of \$3.35 per week (or \$.67 cents per day).
However, in
those instances where the uniforms furnished are made of "wash and wear"
materials, may be routinely washed and dried with other personal
garments, and do
not require any special treatment such as dry cleaning, daily washing,
or commercial
laundering in order to meet the cleanliness or appearance standards set
by the terms
of the Government contract, by the contractor, by law, or by the nature
of the work,
there is no requirement that employees be reimbursed for uniform
maintenance costs.

The duties of employees under job titles listed are those described in
the
"Service Contract Act Directory of Occupations", Fifth Edition, April
2006,
unless otherwise indicated. Copies of the Directory are available on the
Internet. A
links to the Directory may be found on the WHD home page at
<http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line
(WDOL) Web
site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE
{Standard Form
1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee
which is
not listed herein and which is to be employed under the contract (i.e.,
the work to
be performed is not performed by any classification listed in the wage
determination), be classified by the contractor so as to provide a
reasonable
relationship (i.e., appropriate level of skill comparison) between such
unlisted
classifications and the classifications listed in the wage
determination. Such
conformed classes of employees shall be paid the monetary wages and
furnished the
fringe benefits as are determined. Such conforming process shall be
initiated by
the contractor prior to the performance of contract work by such
unlisted class(es)
of employees. The conformed classification, wage rate, and/or fringe
benefits shall
be retroactive to the commencement date of the contract. {See Section
4.6 (C)(vi)}
When multiple wage determinations are included in a contract, a separate

SF 1444

should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation) and computes a proposed rate).
- 2) After contract award, the contractor prepares a written report listing in order proposed classification title), a Federal grade equivalency (FGE) for each proposed classification), job description), and rationale for proposed wage rate), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of

Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

Solicitation DCBE-2007-R-0049
Health Insurance Plan for District Employees

Attachment J.1.2 – CURRENT BENEFIT DESIGNS

Benefit	HMO			PPO	
	Kaiser	M.D. - IPA	AETNA	In-Network	Out-of-Network
Annual Deductible	None	None	None	\$300 ind. \$600 fam.	\$500 ind. \$1000 fam.
Coinsurance	None	None	0%	0%	25% after ded.
Out-of-Pocket Maximum (for deductible & coinsurance)	\$1,750 ind. \$3,500 fam.		\$1,500 ind. \$3,000 fam.	\$1000 ind. \$2000 fam.	\$1500 ind. \$2500 fam.
Lifetime Max			Unlimited	Unlimited	Unlimited
Primary Physician Selection	May or may not be required	May or may not be required	Required	Not required	Not required
Adult Physicals / Immunizations	\$0 copay / \$10 per visit in Primary Care	\$10 copay	\$15 copay	\$15 copay	25% after ded.
Well Child Visits / Immunizations	\$0 copay to 5yrs	\$0 copay to 12yrs	\$15 copay	\$15 copay	25% after ded.
Annual GYN visits	\$0 copay	\$10 copay	\$20 copay	\$15 copay	25% after ded.
Annual Mammograms and Pap Test	\$0 copay	\$10 copay	Incl. above	No charge, no plan ded.	No charge, no plan ded.
Subsequent Mammograms, Pap Tests & PSA Tests	\$0 copay			No charge if billed by ind. Diagnostic facility/outpatient hospital	25% after ded.
Routine Eye Exam	\$10 copay	\$25 copay	\$20 copay	\$50 annual allowance towards exam and eyewear	
Corrective Eyewear	75% of allowance	80-85% of usual and customary fees	\$100 per 24 month period		
Primary Care Doctor Visits	\$0 copay	\$10 copay	\$15 copay	\$15 copay	25% after ded.
Specialist Office Visits	\$20 copay	\$20 copay	\$20 copay	\$15 copay	25% after ded.
Maternity OB Visits	\$10 copay for 1 st visit / \$0 copay thru postpartum	\$20 copay	\$20 copay for 1 st visit / \$0 copay thru postpartum	\$15 copay	25% after ded.
Allergy Treatment	N/A	\$20 copay	\$15 copay if Primary Provider/ \$20 copay for Specialty	\$15 copay	25% after ded.

Solicitation DCBE-2007-R-0049
Health Insurance Plan for District Employees

Benefit	HMO			PPO	
	Kaiser	M.D. - IPA	AETNA	In-Network	Out-of-Network
Allergy Testing	N/A	\$20 copay	\$15 copay if Primary Provider/ \$20 copay for Specialty	\$15 copay	25% after ded.
Diagnostic Laboratory	N/A	\$20 copay	\$20 copay or as part of a Doctor visit	\$0 as part of Primary Care visit	25% after ded.
Diagnostic X-ray	N/A	\$20 copay	\$20 copay	\$0 after ded.	25% after ded.
Urgent Care	\$20 copay	\$25 copay	\$100 copay	None	Care provided at in-network levels if it meets the “prudent layperson” definition; otherwise 25% after ded.
Emergency Room	\$50 copay	\$50 copay waived if admitted	\$100 copay	\$100, waived if admitted	
Ambulance	\$0 copay	\$0 copay	\$0 copay	\$0 copay	
Inpatient Coverage	\$100 copay per admission	\$100 copay per admission	\$150 per day for 1 st 3 days/ 100% covered thereafter	\$0 after ded. (up to 180 days,	25% after ded.
Inpatient Maternity Coverage	\$100 copay per admission	\$100 copay per admission	\$150 per day for 1 st 3 days/ 100% covered thereafter	\$0 after ded.	25% after ded.; pre-certification required
Outpatient Surgery at Hospital	\$50 copay	\$50 copay	\$125 copay	\$0 after ded.	25% after ded.
Inpatient Mental Illness	\$100 copay per admission	\$20 copay	\$150 per day for 1 st 3 days/ 100% covered thereafter	None (up to 45 days / year)	25% after ded.; pre-certification required
Outpatient Mental Illness	\$10 copay per Primary Care dept/ \$20 copay per Specialty Care dept.	\$50 copay	\$20 copay	\$0 copay (up to 40 visits / year, 15% for remaining visits	25% after ded.

Solicitation DCBE-2007-R-0049
Health Insurance Plan for District Employees

Benefit	HMO			PPO	
	Kaiser	M.D. - IPA	AETNA	In-Network	Out-of-Network
Impatient Detoxification or Rehab	\$100 copay per admission	\$20 copay	\$150 per day for 1 st 3 days/ 100% covered thereafter	None (up to 12 days / year)	25% after ded.; pre-certification required
Outpatient Detox or Rehab	\$10 copay per Primary Care dept/ \$20 copay per Specialty Care dept.	\$50 copay	\$20 copay	\$15 copay per visit	25% after ded.
Skilled Nursing Facility	N/A	\$0 copay/ limited to 60 days per year	\$150 per day for 1 st 3 days/ 100% covered thereafter	\$0 after ded.	25% after ded.
Home Health Care	N/A	\$10 copay - Primary Care/ \$20 copay - Specialist	\$0 copay	\$0 after ded.	25% after ded.
Private Duty Nursing	N/A	Covered in full	Not covered unless pre-authorized	Incl. in Home Health Care when approved as medically necessary	25% after ded.
Hospice Care - Inpatient	N/A	\$100 copay per inpatient Hospital Admission	\$150 per day for 1 st 3 days/ 100% covered thereafter	\$0 after ded.	25% after ded.
Hospice Care - Outpatient	N/A	\$20 copay	\$20 copay	\$0 after ded.	25% after ded.
Outpatient Rehabilitation Therapy (Speech, Physical, Occupational)	N/A	\$50 copay	\$20 copay	15% after ded.	25% after ded.
Subluxation / Chiropractic	\$20 copay/ up to 20 visits		\$20 copay / up to 20 visits	15% after ded.	25% after ded.
Durable Medical Equipment	50% of allowance	50% of covered charges	\$0 copay	15% after ded.	25% after ded.

Solicitation DCBE-2007-R-0049
Health Insurance Plan for District Employees

Benefit	HMO			PPO	
	Kaiser	M.D. - IPA	AETNA	In-Network	Out-of-Network
Vasectomy / Tubal Ligation	N/A	N/A	Dependent on type of service	\$0 after ded.	25% after ded.
Retail (up to 30 days) – Generic	\$20 copay	\$7 copay	\$10 copay	\$10 copay	25% of charges per prescription refill/refill
Retail (up to 30 days) – Formulary Brand Name	\$40 copay	\$25 copay	\$25 copay	\$20 copay	25% of charges per prescription refill/refill
Retail (up to 30 days) – Non-Formulary Brand Name	\$55 copay	\$40 copay	\$40 copay	\$50 copay	25% of charges per prescription refill/refill
Mail (31-90 days) – Generic	\$8 copay * \$16 copay **	\$7 copay	\$20 copay	\$20 copay	Not Covered
Mail (31-90 days) – Formulary Brand Name	\$18 copay * \$36 copay **	\$25 copay	\$50 copay	\$40 copay	Not Covered
Mail (31-90 days) – Non-Formulary Brand Name	\$33 copay * \$66 copay **	\$40 copay	\$80 copay	\$100 copay	Not Covered
Medical Center Pharmacy (up to 30 days) - Generic	\$10 copay	N/A	N/A	N/A	N/A
Medical Center Pharmacy (up to 30 days) – Formulary Brand Name	\$20 copay	N/A	N/A	N/A	N/A
Medical Center Pharmacy (up to 30 days) – Non-Formulary Brand Name	\$35 copay	N/A	N/A	N/A	N/A

* - up to 30-day supply

** - up to 90-day supply

Solicitation DCBE-2007-R-0049
Health Insurance Plan for District Employees

Attachment J.1.3 - PROPOSED PLAN DESIGNS

		Maximum Copays			
Benefit	HMO	POS		PPO	
		In-Network	Out-of-Network	In-Network	Out-of-Network
Annual Deductible	None	\$150 ind. \$300 fam.	\$500 ind. \$1000 fam.	\$300 ind. \$600 fam.	\$500 ind. \$1000 fam.
Coinsurance	None	None	40% after ded.	15% after ded.	25% after ded.
Out-of-Pocket Maximum (for deductible & coinsurance)	N/A	N/A	\$2500 ind. \$5000 fam.	\$1000 ind. \$2000 fam.	\$1500 ind. \$2500 fam.
Lifetime Max	N/A	N/A	N/A	N/A	N/A
Primary Physician Selection	May or may not be required	May or may not be required	Not required	Not required	Not required
Adult Physicals / Immunizations	\$15 copay	\$15 copay	40% after ded.	\$15 copay	25% after ded.
Well Child Visits / Immunizations	\$15 copay	\$15 copay	40% after ded.	\$15 copay	25% after ded.
Annual GYN exam, Mammograms, PAP Smear	\$15 copay	\$15 copay	40% after ded.	\$15 copay	25% after ded.
Routine Eye Exam	\$20 copay	\$20 copay	Not covered	\$50 annual allowance towards exam and eyewear	
Corrective Eyewear	Discount plan	Discount plan	Not covered		
Primary Care Doctor Visits	\$15 copay	\$15 copay	40% after ded.	\$15 copay	25% after ded.
Specialist Office Visits	\$20 copay	\$20 copay	40% after ded.	\$15 copay	25% after ded.
Maternity OB Visits	\$15 copay	\$15 copay	40% after ded.	\$15 copay	25% after ded.
Allergy Treatment	\$20 copay	\$20 copay	40% after ded.	\$15 copay	25% after ded.
Allergy Testing	\$20 copay	\$20 copay	40% after ded.	\$15 copay	25% after ded.
Diagnostic Laboratory	\$0 as part of a Doctor visit	\$0 as part of a Doctor visit	40% after ded.	\$0 as part of Doctor visit	25% after ded.
Diagnostic X-ray	\$20 copay	\$20 copay	40% after ded.	\$0 after ded.	25% after ded.
Urgent Care	\$25	\$25	40% after ded.	None	25% after ded.
Emergency Room	\$100, waived if admitted	\$100, waived if admitted	40% after ded.	\$100, waived if admitted	25% after ded.
Ambulance	\$0 copay	\$0 copay	40% after ded.	\$0 copay	25% after ded.
Inpatient Coverage	\$150 per admission	\$150 per admission	40% after ded.	\$0 after ded. (up to 180 days, 15% after day 180)	25% after ded.
Inpatient Maternity Coverage	\$150 per admission	\$150 per admission	40% after ded.	\$0 after ded.	25% after ded.
Outpatient Surgery at Hospital	\$50	\$50	40% after ded.	\$0 after ded.	25% after ded.
Inpatient Mental Illness	\$150 per admission	\$150 per admission	40% after ded.	None (up to 45 days /	25% after ded.

Solicitation DCBE-2007-R-0049
Health Insurance Plan for District Employees

		Maximum Copays			
Benefit	HMO	POS		PPO	
		In-Network	Out-of-Network	In-Network	Out-of-Network
				year)	
Outpatient Mental Illness	\$20 copay	\$20 copay	40% after ded.	\$15 copay (up to 40 visits / year, 15% for visits 41+)	25% after ded.
Inpatient Detoxification or Rehab	\$150 per admission	\$150 per admission	40% after ded.	None (up to 60 days / year)	25% after ded.
Outpatient Detox or Rehab	\$20 copay per visit (up to 30 days / year)	\$20 copay per visit (up to 30 days / year)	40% after ded.	\$15 copay per visit (up to 60 days / year)	25% after ded.
Skilled Nursing Facility	None (up to 60 days / year)	None (up to 60 days / year)	40% after ded.	\$0 after ded.	25% after ded.
Home Health Care	\$10 – PCP \$20 - Specialist \$0 - Nurse / HH Aide	\$10 – PCP \$20 - Specialist \$0 - Nurse / HH Aide	40% after ded.	\$0 after ded.	25% after ded.
Hospice Care - Inpatient	\$150 per admission	\$150 per admission	40% after ded.	\$0 after ded.	25% after ded.
Hospice Care - Outpatient	\$20 copay	\$20 copay	40% after ded.	\$0 after ded.	25% after ded.
Private Duty Nursing	100%	100%	40% after ded.	\$0 after ded.	25% after ded.
Outpatient Rehabilitation Therapy (Speech, Physical, Occupational)	\$20 copay	\$20 copay	40% after ded.	15% after ded.	25% after ded.
Subluxation / Chiropractic	\$20 copay (up to 20 visits / year)	\$20 copay (up to 20 visits / year)	40% after ded.	15% after ded.	25% after ded.
Durable Medical Equipment	25%	25%	40% after ded.	15% after ded.	25% after ded.
Vasectomy / Tubal Ligation	\$20 copay	\$20 copay	40% after ded.	\$0 after ded.	25% after ded.
Retail (up to 30 days) –Generic	\$10 copay	\$10 copay	Not Covered	\$10 copay	Not Covered
Retail (up to 30 days) –Formulary Brand Name	\$20 copay	\$20 copay	Not Covered	\$20 copay	Not Covered
Retail (up to 30 days) – Non-Formulary Brand Name	\$40 copay	\$40 copay	Not Covered	\$540 copay	Not Covered
Mail (31-90 days) – Generic	\$20 copay	\$20 copay	Not Covered	\$20 copay	Not Covered
Mail (31-90 days) – Formulary Brand Name	\$40 copay	\$50 copay	Not Covered	\$40 copay	Not Covered
Mail (31-90 days) – Non-Formulary Brand Name	\$80 copay	\$80 copay	Not Covered	\$1080 copay	Not Covered

Enrollment History

CLAIMS	Aetna				
	Active	U65 Retirees	O65 retiree	Cobra	Total
Jan-04	17242	185	16	2	17445
Feb-04	17230	177	18	2	17427
Mar-04	16800	182	18	0	17000
Apr-04	16573	190	18	0	16781
May-04	16632	194	18	0	16844
Jun-04	16555	204	18	0	16777
Jul-04	16495	204	18	0	16717
Aug-04	16285	211	19	0	16515
Sep-04	16442	212	22	0	16676
Oct-04	16538	211	22	0	16771
Nov-04	16631	212	25	0	16868
Dec-04	16639	195	24	0	16858
Jan-05	16631	193	20	0	16844
Feb-05	16688	218	22	0	16928
Mar-05	16827	218	24	0	17069
Apr-05	16343	217	24	0	16584
May-05	16356	218	25	1	16600
Jun-05	16116	222	25	3	16366
Jul-05	16023	223	28	6	16280
Aug-05	16000	226	28	10	16264
Sep-05	16109	231	27	9	16376
Oct-05	15991	253	25	9	16278
Nov-05	15946	258	26	13	16243
Dec-05	15901	257	26	15	16199
Jan-06	15853	246	29	16	16144
Feb-06	15860	245	31	18	16154
Mar-06	15838	249	31	19	16137
Apr-06	15788	251	32	19	16090
May-06	15781	250	33	19	16083
Jun-06	15709	250	33	19	16011
Jul-06	15716	257	33	19	16025
Aug-06	15528	264	32	19	15843
Sep-06	15593	264	34	18	15909
Oct-06	15525	264	35	16	15840
Nov-06	15493	266	35	14	15808
Dec-06	15492	265	35	13	15805
Jan-07	15468	269	34	7	15778
Feb-07	15388	266	35	6	15695
Mar-07	15426	266	35	5	15732
Apr-07	15437	265	35	5	15742
May-07	not available	not available	not available	not available	0

CLAIMS	Cigna					
	Active	Retirees - Teachers/Fire/Police	Retirees - Civilian DCOP	Retirees - Civilian UDC	Cobra	Total
Jan-04	not available	not available	not available	not available	not available	not available
Feb-04	not available	not available	not available	not available	not available	not available
Mar-04	not available	not available	not available	not available	not available	not available
Apr-04	not available	not available	not available	not available	not available	not available
May-04	not available	not available	not available	not available	not available	not available
Jun-04	not available	not available	not available	not available	not available	not available
Jul-04	not available	not available	not available	not available	not available	not available
Aug-04	not available	not available	not available	not available	not available	not available
Sep-04	not available	not available	not available	not available	not available	not available
Oct-04	not available	not available	not available	not available	not available	not available
Nov-04	not available	not available	not available	not available	not available	not available
Dec-04	not available	not available	not available	not available	not available	not available
Jan-05	not available	not available	not available	not available	not available	not available
Feb-05	not available	not available	not available	not available	not available	not available
Mar-05	not available	not available	not available	not available	not available	not available
Apr-05	not available	not available	not available	not available	not available	not available
May-05	3774	33	9	4	13	3833
Jun-05	3781	33	9	4	16	3843
Jul-05	3780	34	9	4	19	3846
Aug-05	3777	36	9	4	19	3845
Sep-05	3908	36	9	4	20	3977
Oct-05	3885	38	11	5	22	3961
Nov-05	3928	38	11	5	25	4007
Dec-05	3910	39	11	5	24	3989
Jan-06	4334	43	11	4	22	4414
Feb-06	4355	43	12	4	24	4438
Mar-06	4368	43	12	4	26	4453
Apr-06	4407	43	12	4	26	4492
May-06	4447	44	12	4	26	4533
Jun-06	4449	44	12	4	28	4537
Jul-06	4476	49	12	4	30	4571
Aug-06	4404	51	13	4	31	4503
Sep-06	4503	52	14	4	33	4606
Oct-06	4557	51	14	4	37	4663
Nov-06	4605	53	14	4	30	4706
Dec-06	4639	52	14	4	31	4740
Jan-07	4902	56	14	4	28	5004
Feb-07	4904	58	14	4	31	5011
Mar-07	4921	59	14	4	32	5030
Apr-07	4951	59	14	4	31	5059

Members	UHC				
	Active	U65 Retirees	O65 retiree	Cobra	Total
Jan-04	5146	16	4	13	5179
Feb-04	5191	16	4	14	5225
Mar-04	5814	24	4	13	5855
Apr-04	5862	24	4	14	5904
May-04	5887	24	4	13	5928
Jun-04	5906	24	4	12	5946
Jul-04	5930	25	4	11	5970
Aug-04	5826	25	4	11	5866
Sep-04	5930	25	4	14	5973
Oct-04	5957	25	4	12	5998
Nov-04	6002	28	4	12	6046
Dec-04	6085	28	4	13	6130
Jan-05	6114	28	4	14	6160
Feb-05	6167	28	4	15	6214
Mar-05	6589	28	4	14	6635
Apr-05	6614	28	4	14	6660
May-05	6688	28	4	14	6734
Jun-05	6719	28	4	14	6765
Jul-05	6782	29	6	16	6833
Aug-05	6777	34	6	16	6833
Sep-05	6884	32	6	15	6937
Oct-05	6853	32	6	15	6906
Nov-05	6943	36	6	14	6999
Dec-05	6956	40	6	14	7016
Jan-06	7099	42	6	12	7159
Feb-06	7140	45	7	13	7205
Mar-06	7079	45	7	12	7143
Apr-06	7078	46	7	13	7144
May-06	7164	46	7	11	7228
Jun-06	7006	46	7	13	7072
Jul-06	7033	47	7	20	7107
Aug-06	6972	47	7	13	7039
Sep-06	7071	47	7	7	7132
Oct-06	7098	53	7	7	7165
Nov-06	7092	52	8	10	7162
Dec-06	7114	55	9	10	7188
Jan-07	7221	49	9	16	7295
Feb-07	7252	48	9	17	7326
Mar-07	7296	48	9	11	7364
Apr-07	7326	48	9	8	7391
May-07	7327	48	9	7	7391

Kaiser*					
CLAIMS	Active	U65 Retirees	O65 retiree	Cobra	Total
Jan-04	9522	1	22	49	9594
Feb-04	9515	1	22	41	9579
Mar-04	9890	1	27	45	9963
Apr-04	9952	1	27	41	10021
May-04	9987	1	27	46	10061
Jun-04	9961	1	27	43	10032
Jul-04	9948	2	27	36	10013
Aug-04	9911	2	27	49	9989
Sep-04	10057	2	28	38	10125
Oct-04	10122	2	28	37	10189
Nov-04	10233	2	28	30	10293
Dec-04	10194	2	28	19	10243
Jan-05	10033	2	28	21	10084
Feb-05	10387	2	28	23	10440
Mar-05	10694		35	21	10750
Apr-05	10667		44	24	10735
May-05	10833		44	17	10894
Jun-05	10905		45	24	10974
Jul-05	10953		45	28	11026
Aug-05	10996		45	27	11068
Sep-05	11108		45	26	11179
Oct-05	11104		45	19	11168
Nov-05	11260		45	18	11323
Dec-05	11096		45	15	11156
Jan-06	11354		50	16	11420
Feb-06	11454		50	17	11521
Mar-06	11499		60	15	11574
Apr-06	11528		60	16	11604
May-06	11564		60	21	11645
Jun-06	11586		60	23	11669
Jul-06	11489		60	25	11574
Aug-06	11341		55	23	11419
Sep-06	11316		59	25	11400
Oct-06	11363		60	31	11454
Nov-06	11412		63	33	11508
Dec-06	11430		63	32	11525
Jan-07	11923		73	35	12031
Feb-07	11998		69	26	12093
Mar-07	12100		70	25	12195
Apr-07	11927		73	20	12020
May-07	11981		67	17	12065

*Enrollment history reflects member counts (employees plus dependents)

Monthly Claims

Aetna					
CLAIMS & Capitation Payments	Active	U65 Retirees	O65 retiree	Cobra	Total
Jan-04	\$2,155,956.10	\$16,580.30	\$16,580.30	\$573.81	\$2,189,690.51
Feb-04	\$1,818,768.27	\$6,352.77	\$6,352.77	\$40.64	\$1,831,514.45
Mar-04	\$2,098,065.97	\$14,065.39	\$12,202.97	\$495.80	\$2,124,830.13
Apr-04	\$1,785,580.83	\$14,097.92	\$12,145.37	\$0.00	\$1,811,824.12
May-04	\$2,259,822.83	\$11,303.72	\$9,256.50	\$0.00	\$2,280,383.05
Jun-04	\$2,256,101.61	\$12,647.23	\$10,411.35	\$0.00	\$2,279,160.19
Jul-04	\$2,235,051.93	\$10,351.54	\$8,220.12	\$0.00	\$2,253,623.59
Aug-04	\$2,383,617.45	\$25,462.86	\$23,386.40	\$0.00	\$2,432,466.71
Sep-04	\$2,144,592.81	\$24,739.54	\$22,570.07	\$0.00	\$2,191,902.42
Oct-04	\$2,304,330.62	\$32,503.59	\$30,320.40	\$0.00	\$2,367,154.61
Nov-04	\$2,154,465.37	\$31,950.13	\$30,393.04	\$0.00	\$2,216,808.54
Dec-04	\$1,833,260.85	\$41,477.89	\$39,551.73	\$0.00	\$1,914,290.47
Jan-05	\$2,024,549.42	\$15,622.44	\$21,081.40	\$0.00	\$2,061,253.26
Feb-05	\$1,972,220.01	\$4,684.43	\$14,399.96	\$0.00	\$1,991,304.40
Mar-05	\$2,371,514.76	\$14,931.67	\$12,585.19	\$0.00	\$2,399,031.62
Apr-05	\$2,019,090.19	\$18,791.07	\$16,616.66	\$0.00	\$2,054,497.92
May-05	\$2,036,195.10	\$21,925.49	\$6,975.60	\$304.29	\$2,065,400.48
Jun-05	\$2,278,208.86	\$47,327.41	\$7,804.71	\$35.54	\$2,333,376.52
Jul-05	\$2,172,941.01	\$38,499.03	\$1,482.30	\$8,309.46	\$2,221,231.80
Aug-05	\$2,828,366.14	\$30,456.86	\$12,140.67	\$812.95	\$2,871,776.62
Sep-05	\$2,101,624.13	\$33,539.97	\$1,034.40	\$1,333.62	\$2,137,532.12
Oct-05	\$2,394,684.06	\$27,755.00	\$12,860.24	\$6,099.11	\$2,441,398.41
Nov-05	\$2,326,645.37	\$42,199.54	\$3,534.13	\$5,834.06	\$2,378,213.10
Dec-05	\$2,411,287.42	\$40,251.46	\$638.23	\$3,544.08	\$2,455,721.19
Jan-06	\$2,120,148.67	\$58,703.93	\$191.26	\$7,802.50	\$2,186,846.36
Feb-06	\$2,412,745.63	\$68,979.88	\$203.58	\$5,945.60	\$2,487,874.69
Mar-06	\$2,455,692.55	\$115,378.85	\$302.24	\$1,464.03	\$2,572,837.67
Apr-06	\$2,041,779.05	\$61,419.97	\$207.28	\$5,252.01	\$2,108,658.31
May-06	\$2,268,380.60	\$79,504.84	\$255.67	\$9,093.54	\$2,357,234.65
Jun-06	\$2,432,410.13	\$47,892.06	\$485.72	\$10,026.88	\$2,490,814.79
Jul-06	\$2,489,598.83	\$24,665.00	\$901.34	\$6,191.14	\$2,521,356.31
Aug-06	\$2,323,673.52	\$28,992.05	\$447.76	\$8,864.11	\$2,361,977.44
Sep-06	\$2,605,034.21	\$34,983.65	\$234.25	\$1,096.09	\$2,641,348.20
Oct-06	\$2,583,470.52	\$84,582.05	\$400.94	\$1,572.08	\$2,670,025.59
Nov-06	\$2,353,426.14	\$24,786.08	\$6,241.76	\$5,699.61	\$2,390,153.59
Dec-06	\$2,271,515.41	\$42,671.95	\$3,416.66	\$3,676.90	\$2,321,280.92
Jan-07	\$2,379,664.10	\$42,364.19	\$6,276.01	\$661.52	\$2,428,965.82
Feb-07	\$2,097,295.60	\$32,384.46	\$322.77	\$581.32	\$2,130,584.15
Mar-07	\$1,978,218.77	\$36,439.06	\$222.09	\$827.91	\$2,015,707.83
Apr-07	\$744,099.11	\$10,988.73	\$790.01	\$478.38	\$756,356.23
May-07	not available	not available	not available	not available	\$0.00

Cigna							
CLAIMS	Total	Active	Retirees - Teachers/Fire/Police	Retirees - Civilian DCOP	Retirees - Civilian UDC	Cobra	Total
Jan-04	not available	not available	not available	not available	not available	not available	not available
Feb-04	not available	not available	not available	not available	not available	not available	not available
Mar-04	not available	not available	not available	not available	not available	not available	not available
Apr-04	not available	not available	not available	not available	not available	not available	not available
May-04	not available	not available	not available	not available	not available	not available	not available
Jun-04	not available	not available	not available	not available	not available	not available	not available
Jul-04	not available	not available	not available	not available	not available	not available	not available
Aug-04	not available	not available	not available	not available	not available	not available	not available
Sep-04	not available	not available	not available	not available	not available	not available	not available
Oct-04	not available	not available	not available	not available	not available	not available	not available
Nov-04	not available	not available	not available	not available	not available	not available	not available
Dec-04	not available	not available	not available	not available	not available	not available	not available
Jan-05	not available	not available	not available	not available	not available	not available	not available
Feb-05	not available	not available	not available	not available	not available	not available	not available
Mar-05	not available	not available	not available	not available	not available	not available	not available
Apr-05	not available	not available	not available	not available	not available	not available	not available
May-05	\$2,120,858.00	\$2,083,385.00	\$11,025.00	\$3,365.00	\$5,056.00	\$18,027.00	\$2,120,858.00
Jun-05	\$2,729,471.00	\$2,639,950.00	\$7,077.00	\$4,208.00	\$17,155.00	\$61,081.00	\$2,729,471.00
Jul-05	\$2,522,702.00	\$2,363,391.00	\$21,510.00	\$3,805.00	\$28,469.00	\$105,527.00	\$2,522,702.00
Aug-05	\$2,848,243.00	\$2,778,370.00	\$15,682.00	\$6,221.00	\$2,174.00	\$45,796.00	\$2,848,243.00
Sep-05	\$2,529,153.00	\$2,483,814.00	\$26,599.00	\$3,463.00	\$1,732.00	\$13,545.00	\$2,529,153.00
Oct-05	\$2,022,106.00	\$1,997,665.00	\$7,201.00	\$4,310.00	\$906.00	\$12,024.00	\$2,022,106.00
Nov-05	\$2,320,141.00	\$2,280,856.00	\$15,644.00	\$5,356.00	\$2,503.00	\$15,782.00	\$2,320,141.00
Dec-05	\$2,196,883.00	\$2,171,288.00	\$10,895.00	\$3,464.00	\$1,306.00	\$9,930.00	\$2,196,883.00
Jan-06	\$2,283,005.00	\$2,255,622.00	\$4,905.00	\$2,773.00	\$2,697.00	\$17,008.00	\$2,283,005.00
Feb-06	\$2,720,607.00	\$2,703,761.00	\$19,742.00	\$4,529.00	\$1,270.00	-\$8,695.00	\$2,720,607.00
Mar-06	\$2,581,001.00	\$2,529,306.00	\$21,556.00	\$10,227.00	\$3,165.00	\$16,747.00	\$2,581,001.00
Apr-06	\$2,293,270.00	\$2,239,382.00	\$17,554.00	\$12,517.00	\$1,802.00	\$22,015.00	\$2,293,270.00
May-06	\$2,903,795.00	\$2,844,856.00	\$25,096.00	\$14,031.00	-\$37.00	\$19,849.00	\$2,903,795.00
Jun-06	\$2,638,250.00	\$2,550,902.00	\$34,398.00	\$17,797.00	\$1,704.00	\$33,449.00	\$2,638,250.00
Jul-06	\$2,633,452.00	\$2,534,885.00	\$80,324.00	\$8,071.00	-\$64.00	\$10,236.00	\$2,633,452.00
Aug-06	\$2,747,111.00	\$2,659,619.00	\$58,811.00	\$16,935.00	\$1,805.00	\$9,941.00	\$2,747,111.00
Sep-06	\$2,263,545.00	\$2,154,264.00	\$49,358.00	\$17,336.00	\$1,818.00	\$40,769.00	\$2,263,545.00
Oct-06	\$2,841,464.00	\$2,719,145.00	\$68,833.00	\$11,020.00	\$2,766.00	\$39,700.00	\$2,841,464.00
Nov-06	\$2,316,716.00	\$2,237,338.00	\$38,442.00	\$10,794.00	\$1,502.00	\$28,640.00	\$2,316,716.00
Dec-06	\$2,452,610.00	\$2,344,353.00	\$48,503.00	\$23,777.00	\$3,299.00	\$32,678.00	\$2,452,610.00
Jan-07	\$2,600,341.00	\$2,474,613.00	\$60,764.00	\$18,535.00	\$2,883.00	\$43,546.00	\$2,600,341.00
Feb-07	\$2,267,338.00	\$2,152,748.00	\$22,695.00	\$29,260.00	\$1,908.00	\$60,727.00	\$2,267,338.00
Mar-07	\$3,400,140.00	\$3,262,670.00	\$52,902.00	\$27,437.00	\$736.00	\$56,395.00	\$3,400,140.00
Apr-07	\$2,541,133.00	\$2,417,339.00	\$42,335.00	\$23,567.00	\$329.00	\$57,563.00	\$2,541,133.00

UHC					
CLAIMS	Active	U65 Retiree	O65 Retiree	Cobra	Total
Jan-04	\$657,806.78	\$800.97	\$296.19	\$2,565.44	\$661,469.38
Feb-04	\$617,020.23	\$701.68	\$169.55	\$2,021.31	\$619,912.77
Mar-04	\$1,435,637.04	\$1,609.73	\$470.37	\$1,338.69	\$1,439,055.83
Apr-04	\$724,252.43	\$753.24	\$248.74	\$60,030.83	\$785,285.24
May-04	\$839,327.53	\$515.47	\$426.22	\$1,744.66	\$842,013.88
Jun-04	\$787,929.50	\$460.32	\$0.00	\$4,790.85	\$793,180.67
Jul-04	\$673,160.31	\$1,731.45	\$423.24	\$3,670.24	\$678,985.24
Aug-04	\$842,681.28	\$803.36	\$0.00	\$19,551.34	\$863,035.98
Sep-04	\$980,928.15	\$580.94	\$0.00	\$3,221.30	\$984,730.39
Oct-04	\$896,143.78	\$822.39	\$255.99	\$2,338.41	\$899,560.57
Nov-04	\$822,537.40	\$8,352.37	\$0.00	\$4,100.18	\$834,989.95
Dec-04	\$799,785.91	\$9,866.48	\$488.15	\$13,485.49	\$823,626.03
Jan-05	\$952,173.82	\$812.94	\$532.96	\$5,211.18	\$958,730.90
Feb-05	\$1,524,715.45	\$7,952.13	\$570.54	\$31,055.07	\$1,564,293.19
Mar-05	\$1,123,259.23	\$970.21	\$1,143.60	\$24,255.34	\$1,149,628.38
Apr-05	\$750,227.97	\$1,162.91	\$264.75	\$18,143.65	\$769,799.28
May-05	\$872,929.26	\$1,076.72	\$532.34	\$13,768.97	\$888,307.29
Jun-05	\$999,429.90	\$3,251.75	\$832.74	\$4,834.69	\$1,008,349.08
Jul-05	\$978,220.60	\$1,480.32	\$760.54	\$5,621.34	\$986,082.80
Aug-05	\$1,093,715.36	\$5,117.25	\$981.71	\$3,475.64	\$1,103,289.96
Sep-05	\$1,368,082.21	\$4,641.73	\$3,350.57	\$11,147.78	\$1,387,222.29
Oct-05	\$1,117,041.20	\$1,876.81	\$1,426.71	\$39,658.71	\$1,160,003.43
Nov-05	\$1,195,065.93	\$5,468.46	\$1,164.84	\$6,707.09	\$1,208,406.32
Dec-05	\$995,589.99	\$2,130.29	\$1,640.52	\$10,771.79	\$1,010,132.59
Jan-06	\$960,976.14	\$1,839.00	\$2,435.20	\$19,690.56	\$984,940.90
Feb-06	\$939,446.76	\$4,062.69	\$596.34	\$11,507.32	\$955,613.11
Mar-06	\$1,052,292.05	\$6,008.33	\$937.10	\$7,848.91	\$1,067,086.39
Apr-06	\$1,046,110.99	\$5,379.61	\$1,559.80	\$2,794.95	\$1,055,845.35
May-06	\$1,142,060.82	\$10,536.43	\$2,183.73	\$2,048.30	\$1,156,829.28
Jun-06	\$1,200,657.98	\$4,875.92	\$1,252.55	\$2,603.39	\$1,209,389.84
Jul-06	\$1,017,737.29	\$22,714.95	\$1,685.56	\$2,693.88	\$1,044,831.68
Aug-06	\$1,266,369.86	\$4,036.54	\$1,216.28	\$925.32	\$1,272,548.00
Sep-06	\$1,067,634.81	\$10,900.37	\$5,810.05	\$7,946.01	\$1,092,291.24
Oct-06	\$1,383,297.29	\$4,323.33	\$9,819.06	\$4,596.16	\$1,402,035.84
Nov-06	\$1,255,430.34	\$6,151.90	\$6,712.42	\$4,892.07	\$1,273,186.73
Dec-06	\$1,282,475.35	\$5,699.51	\$2,050.57	\$8,150.68	\$1,298,376.11
Jan-07	1224071.33	7810.46	1478.06	4348.24	\$1,237,708.09
Feb-07	1165363.54	29997.69	4209.45	15482.21	\$1,215,052.89
Mar-07	1033320.41	26098.35	2477.8	5049.61	\$1,066,946.17
Apr-07	818593.52	13778.21	2893.57	2119.89	\$837,385.19
May-07	184429.15	306.83	1190.27	1292.37	\$187,218.62

Month - Based on Service Date

Kaiser					
CLAIMS	Active	U65 Retirees	O65 retiree	Cobra	Total
Jan-04	\$1,488,590.95	\$182.98	\$10,429.82	\$12,255.40	\$1,511,459.15
Feb-04	\$1,242,308.92	\$300.40	\$10,920.51	\$14,681.93	\$1,268,211.75
Mar-04	\$1,411,688.97	\$181.83	\$6,527.12	\$36,291.10	\$1,454,689.02
Apr-04	\$1,445,975.06	\$169.57	\$10,934.53	\$15,880.80	\$1,472,959.96
May-04	\$1,499,082.64	\$163.10	\$24,616.76	\$11,802.68	\$1,535,665.18
Jun-04	\$1,306,790.07	\$153.73	\$9,583.98	\$17,250.09	\$1,333,777.87
Jul-04	\$1,527,318.72	\$325.13	\$7,391.81	\$10,156.77	\$1,545,192.42
Aug-04	\$1,315,565.96	\$314.48	\$4,251.16	\$11,427.69	\$1,331,559.29
Sep-04	\$1,379,897.04	\$343.23	\$4,343.65	\$5,763.82	\$1,390,347.75
Oct-04	\$2,029,643.64	\$340.11	\$3,683.22	\$7,210.57	\$2,040,877.54
Nov-04	\$1,567,479.33	\$392.79	\$2,879.23	\$10,585.12	\$1,581,336.47
Dec-04	\$2,014,566.77	\$493.76	\$8,183.12	\$7,690.25	\$2,030,933.91
Jan-05	\$1,688,625.86	\$338.88	\$3,283.19	\$3,871.74	\$1,696,119.67
Feb-05	\$1,605,180.53	\$332.29	\$8,107.44	\$13,594.59	\$1,627,214.85
Mar-05	\$1,954,352.37	\$0.00	\$8,935.04	\$5,053.13	\$1,968,340.54
Apr-05	\$1,561,915.91	\$0.00	\$6,606.58	\$2,822.21	\$1,571,344.71
May-05	\$1,808,850.13	\$0.00	\$8,006.70	\$4,191.25	\$1,821,048.08
Jun-05	\$1,681,250.70	\$0.00	\$12,675.78	\$3,350.00	\$1,697,276.49
Jul-05	\$1,543,385.80	\$0.00	\$11,181.38	\$4,721.30	\$1,559,288.48
Aug-05	\$2,207,786.08	\$0.00	\$6,855.21	\$14,145.73	\$2,228,787.01
Sep-05	\$1,699,120.41	\$0.00	\$9,896.41	\$7,012.84	\$1,716,029.67
Oct-05	\$2,263,148.72	\$417.36	\$6,318.03	\$3,391.50	\$2,273,275.61
Nov-05	\$2,105,191.58	\$0.00	\$13,402.80	\$10,636.71	\$2,129,231.09
Dec-05	\$2,391,229.50	\$0.00	\$10,884.26	\$8,373.28	\$2,410,487.03
Jan-06	\$2,415,530.64	\$0.00	\$15,208.99	\$2,422.91	\$2,433,162.54
Feb-06	\$2,686,521.00	\$0.00	\$12,300.94	\$5,182.59	\$2,704,004.53
Mar-06	\$2,308,560.00	\$0.00	\$12,265.85	\$2,662.02	\$2,323,487.87
Apr-06	\$1,994,202.37	\$0.00	\$11,476.77	\$4,712.02	\$2,010,391.15
May-06	\$2,077,381.80	\$0.00	\$10,230.89	\$2,988.42	\$2,090,601.10
Jun-06	\$2,245,903.07	\$0.00	\$51,565.27	\$5,630.77	\$2,303,099.11
Jul-06	\$1,903,924.76	\$0.00	\$22,259.75	\$2,870.91	\$1,929,055.41
Aug-06	\$1,802,959.91	\$0.00	\$23,872.35	\$5,743.16	\$1,832,575.42
Sep-06	\$2,030,837.68	\$0.00	\$9,539.07	\$3,362.14	\$2,043,738.89
Oct-06	\$2,152,529.63	\$0.00	\$15,239.30	\$8,405.65	\$2,176,174.58
Nov-06	\$2,082,530.19	\$0.00	\$9,702.22	\$8,657.46	\$2,100,889.87
Dec-06	\$2,349,514.78	\$0.00	\$20,354.94	\$10,782.45	\$2,380,652.17
Jan-07					\$0.00
Feb-07					\$0.00
Mar-07					\$0.00
Apr-07					\$0.00
May-07					\$0.00

Paid through 12/31/06
 No Completion Factors applied
 2007 data not available

DC Personnel Regulations, Chapter 21B, Part I

DC Employees' Health Benefits

2130 CONTINUED HEALTH BENEFITS COVERAGE

2130.1 A person who is eligible for health benefits coverage in accordance with D.C. Official Code § 1-621.02 et seq., but who subsequently loses eligibility for coverage, may elect to continue coverage as provided in this section without regard to benefits available under any temporary extension of coverage or any non-group contract.

2130.2 Such a person may elect to continue health benefits coverage if the person is any of the following:

- (a) An employee eligible for health benefits under this section who is separated from service on or after December 14, 1990, whether voluntarily or involuntarily, and, on the day before being separated from service, was enrolled in a health plan under this title;
- (b) A person who ceases to be an unmarried dependent child on or after December 14, 1990, and was covered as a member of a family of an employee or annuitant under a health benefits plan on the day before ceasing to be an unmarried dependent child; or
- (c) A person who ceases to be a spouse on or after December 14, 1990, and was covered as a family member of an employee or annuitant under a health benefits plan at some time during the preceding eighteen (18) months before the marriage ended, but who is not eligible to enroll for health benefits in accordance with D.C. Official Code § 1-529.01 et seq. because he or she either has remarried before reaching age fifty-five (55) or is not entitled to a portion of the employee's or annuitant's annuity benefit or a survivor benefit based on the employee's or annuitant's service.

2130.3 The personnel authority shall give written notice to any employee described in § 2130.2(a) stating that the employee may elect to continue health benefits coverage prior to the expiration of thirty (30) days after the date on which coverage would otherwise end.

2130.4 The personnel authority, within fourteen (14) work days of receiving notice from the employee or annuitant, shall give notice to any person described in § 2130.2(b) stating that the person may elect to continue health benefits coverage under this title, if the employee or annuitant has provided appropriate written notice to the personnel authority prior to the expiration of sixty (60) days after the date that such a person ceased to be an unmarried dependent child.

2130.5 The personnel authority, within fourteen (14) work days of receiving notice from the employee, annuitant, or former spouse, shall give notice to any person described in § 2130.2(c) that the person may elect to continue health benefits coverage under this title, if the employee, annuitant, or the person himself or herself has provided written notice to

Solicitation DCBE-2007-R-0049
Health Insurance Plan for District Employees

the personnel authority prior to the expiration of sixty (60) days after the date such person ceased to be a spouse.

2130.6 In order to continue health benefits coverage, an employee described in § 2130.2(a) shall submit an appropriate written election prior to the expiration of sixty (60) days from the later of any of the following:

- (a) The effective date of separation from service;
- (b) The date that notice required by § 2130.3 was given to the employee; or
- (c) In the event that the notice required by § 2130.3 was mailed, the date the notice was posted.

2130.7 In order to continue health benefits coverage, a person described in § 2130.2(b) shall submit an appropriate written election prior to the expiration of sixty (60) days from the later of any of the following:

- (a) The date the person ceased to be an unmarried dependent child;
- (b) The date that the notice required by § 2130.4 was given to the person; or
- (c) In the event that the notice required by § 2130.4 was mailed, the date the notice was posted.

2130.8 In order to continue health benefits coverage, a person described in § 2130.2(c) shall submit an appropriate written election prior to the expiration of sixty (60) days from the later of any of the following:

- (a) The date the person ceased to be a spouse of an employee;
- (b) The date the person ceased to be eligible for health benefits under the provisions of D.C. Official Code § 1-529.01 et seq.;
- (c) The date the notice required by § 2130.5 was given to the person; or
- (d) In the event that the notice required by § 2130.5 was mailed, the date the notice was posted.

2130.9 An election made in accordance with either § 2130.6, § 2130.7, or § 2130.8 may be for coverage either as an individual or family.

2130.10 If the person's coverage expires before the person makes an election in accordance with either § 2130.6 or § 2130.7, that coverage shall be restored retroactively, as if no break in coverage had occurred.

Solicitation DCBE-2007-R-0049
Health Insurance Plan for District Employees

2130.11 If the person's coverage expires before the person makes an election, in accordance with § 2130.8, that coverage shall be restored retroactively to the later of either of the following:

- (a) The date the person ceased to be the spouse of an employee; or
- (b) The date the employee ceased to be eligible for health benefits under the provisions of D.C. Official Code § 1-529.01 et seq.

2130.12 Continued health benefits coverage shall be available to any employee who makes an election under § 2130.6 for a period of eighteen (18) months from the effective date of the employee's separation.

2130.13 Continued health benefits coverage shall be available to any person who makes an election under § 2130.7 for a period of thirty-six (36) months from the earlier of either of the following:

- (a) The date the person ceased to be unmarried dependent child; or
- (b) In the case of a person who was covered as a family member by continuing benefits under this section at the time the person ceased to be an unmarried dependent child, the date of separation from service of the employee on whom the person was dependent.

2130.14 Continued health benefits coverage shall be available to any person who makes an election under § 2130.8 for a period of thirty-six (36) months from one (1) of the following, as appropriate:

- (a) The date the person ceased to be a spouse;
- (b) In the case of a person who was covered as a family member by continuing benefits under this section at the time the person ceased to be a spouse, the date of separation from service of the employee to whom the person was married; or
- (c) In the case of a person who had health benefits coverage under the provisions of D.C. Official Code § 1-529.01 et seq., from the date eligibility for coverage under those provisions ceased.

2130.15 Any person who elects to continue coverage under this section shall pay to the District of Columbia Treasurer, or to a contractor or other agent designated by the Director of Personnel, one hundred percent (100%) of the premium plus two percent (2%) of the sum of such contributions.

2130.16 Any person who is eligible for retroactive coverage under § 2130.10 shall pay for the coverage restored retroactively in a manner prescribed by the Director of Personnel.

2199 Definitions

2199.1 When used in this chapter, the following terms have the meaning ascribed:

Personnel authority – an individual or entity authorized by D.C. Official Code § 1-604.06(b) to implement personnel rules and regulations for employees of an agency or group of agencies of the District of Columbia; or persons delegated that authority by that individual or entity.



DISTRICT OF COLUMBIA EMPLOYEES HEALTH BENEFITS PROGRAM

REGISTRATION FORM

(Please Read Instructions) — (Use typewriter or print with ball-point pen, bearing down to make legible copies.)

☐ New Enrollment ☐ Change ☐ Temporary Continuance of Coverage

PART A

1. Name (Last) First (Middle Initial)	2. Date of Birth (Use Numbers) Month Day Year	3. Are You Now Married <input type="checkbox"/> Yes <input type="checkbox"/> No
4. Your Mailing Address (Number and Street) (City) (State) (Zip Code)	5. Social Security Number - - - - -	6. Sex <input type="checkbox"/> Male <input type="checkbox"/> Female
7. Work Phone ()		8. Home Phone ()

IMPORTANT—An employee or family member cannot be covered under more than one DCEHB enrollment. If you are already covered through the family enrollment of another District of Columbia employee or annuitant, you must register not to enroll or the other enrollment must be cancelled or changed to Self Only. Similarly, if a family member listed by you in Part B is covered through his or her own enrollment, you cannot elect a family enrollment unless the family cancels his or her enrollment.

PART B

1. I elect to enroll in a health benefits plan as shown below. I authorize deductions from my salary or compensation to cover my share of the cost of the enrollment.

Name of Plan	HMO Facility to be used (if applicable)	Enrollment Code - - -
Type of Enrollment <input type="checkbox"/> Self Only <input type="checkbox"/> Self and Family	Primary Care Physician Code Number - - - - -	

2. In the space below list all eligible family members without exception. List spouse first, then your unmarried dependent children and dates of birth (DOB). Do not list parents or others who are not eligible family members. They will not receive benefits even if listed.

Names of Family Members	Social Security No.	DOB	Sex	Names of Family Members	Social Security No.	DOB	Sex
a.			M F	d.			M F
b.			M F	e.			M F
c.			M F	f.			M F

PART C

Answer items 1, 2, 3, and 4 to show Plan and Enrollment Code being changed and eligibility for change

1. Present Plan Name	2. Present Plan Enrollment Code - - -	3. Number of event that Permits Change (See Instruction Table)	4. Date of Event that Permits Change Month Day Year
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PART D

Place an "X" in the box in item 1 or 2, whichever applies.

1. I elect not to enroll under the D.C. Employees Health Benefits Program. <input type="checkbox"/>	2. I elect to cancel my present enrollment under the code shown below. <input type="checkbox"/>	My signature in Part F, item 1, certifies that I have read "Cancellation of Enrollment" on the instructions.	Present Enrollment Code - - -
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PART E

1. Do you, your spouse or any other eligible family members have any group health insurance coverage? (Not including any enrollment made on this form.) <input type="checkbox"/> Yes (Complete A & B) <input type="checkbox"/> No	a. Name of Insurance Company (Champus, Medicare, FEHB, DCEHB, or other non-District Plan, etc.)	b. Name of Policyholder
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PART F

1. Your Signature (Do Not Print)	2. Date
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PART G

1. Name and Address (including Zip Code) of Servicing Personnel Office	2. Date Received in Servicing Personnel Office.	3. Effective Date of Election		
	4. Effective Date of Termination of Enrollment Shown in Part C.	5. Health Plan Report No.		
6. Signature of Authorized Agency Official	7. Payroll Office No.	8. Insurance Group No.	9. Compensation Unit Code (Subgroup No.)	10. Pay Group (Circle One) 01 02 06

REMARKS (For use only by agency)

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Warning—Making a false statement on this form is punishable by criminal penalties pursuant to D.C. Code 22-2514 (1981). You may be subject to a \$1,000 fine or prison for not more than 1 year or both.

TIME LIMIT FOR ENROLLMENT — 31 DAYS OR TIME LIMIT SHOWN ON BACK OF COPY 1.

White Copy — Official Personnel Folder
Yellow Copy — Payroll OfficeBlue Copy — New Carrier
Pink Copy — Employee's CopyGreen Copy — Old Carrier
Gold Copy — Managed CareD.C. Office of Personnel
D.C. Standard Form 1269
(Rev. 9/94) 6-0004-1 wd-422

TABLE OF PERMISSIBLE CHANGES IN ENROLLMENT OF EMPLOYEES

Enrollment May Be Cancelled or Changed from Family to Self Only at Any Time

No.	Events That Permit Enrollment or Change Event	Change Permitted			Time Limit in Which Registration Form Electing Change Must be Filed With Employing Office
		From Not Enrolled to Enrolled	From Self Only to Family	From One Plan or Option to Another	
1.	Open Season	Yes	Yes	Yes	As announced by the D.C. Office of Personnel.
2.	Change in marital status (marriage, divorce, annulment, death of spouse).	Yes	Yes	Yes	From 31 days before to 60 days after change in marital status.
3.	Other change in family status (for example, birth of a child, legal separation, discharge from military service of a spouse or of a child under age 22).	No	Yes	No	Within 60 days after change in family status.
4.	Employee, covered as family member of another under DCEHB, loses coverage other than by cancellation or change to Self Only of the covering enrollment; or employee, covered under Retired D.C. Health Benefits Program or under another District-sponsored health benefits program, loses such coverage for any reason.	Yes	Does Not Apply	Does Not Apply	With 60 days after the effective date of termination by death of the person enrolled; within 31 days for other reasons.
5.	Employee, covered as a family member of another under DCEHB, loses coverage because of change in the covering enrollment from Family to Self Only.	Yes, for Self Only	Does Not Apply	Does Not Apply	Within 31 days after change of covering enrollment has been filed.
6.	Return to active civilian duty from military service which was not limited to 30 days or less.	Yes	Yes	Yes	Within 31 days after return to active civilian duty.
7.	Termination of plan (under this Program) in which enrolled.	Does Not Apply	Yes	Yes	As set by the D.C. Office of Personnel.
8.	Self Only enrollment under this Program of employee's spouse terminates as a result of change in spouse's District employment status or 365 days nonpay status.	No	Yes	No	Within 31 days after termination of spouse's enrollment.
9.	Employee who is not enrolled loses coverage under parent's non-District health plan, or employee covered by parent's enrollment under DCEHB loses coverage on reaching age 22.	Yes	Does Not Apply	Does Not Apply	Within 60 days after loss of coverage because of parent's death; within 31 days after loss of coverage for other reasons.
10.	Enrolled employee becomes eligible for Medicare.	Does Not Apply	No	Yes	At any time after 31 days before becoming eligible for Medicare.
11.	Employee's eligible child (or children) loses coverage under another enrollment under the DCEHB, FEHB, or non-District health plan, other than if the enrolled person voluntarily cancels or drops the DCEHB, FEHB, or non-District plan.	No	Yes	No	Within 31 days after child's (children's) loss of coverage.
12.	Employee loses coverage under Medicaid.	Yes	Does Not Apply	Does Not Apply	Within 31 days after termination of Medicaid.
13.	Employee, covered as a family member of another under DCEHB or FEHB, loses coverage due to cancellation of the covering enrollment.	Yes	Does Not Apply	You must enroll in the same plan and option as that from which coverage is lost, if eligible to enroll in that plan, within 31 days after the cancellation of the covering enrollment. If not eligible to enroll in that plan, you may enroll in any available plan within the 31-day period.	
14.	Employee or spouse loses coverage under employee's or spouse's non-District health plan, other than if the enrolled person voluntarily cancels or drops the non-District health plan.	Yes	Yes	No	Within 31 days before or after move.
15.	Former spouses who are eligible to enroll under the authority of the D.C. Spouse Equity Act (D.C. Law 7-214).	Yes	Does Not Apply	Does Not Apply	Generally within 60 days of the divorce.
16.	Employee separated from service and eligible for temporary continuance of coverage.	Does Not Apply	Yes	Yes	Within 60 days after the later of: separation; or receiving notice of the opportunity to elect temporary continuation of coverage. Coverage is effective the day after other DCEHB coverage ends, including the 31-day extension of coverage. If election is made after the end of the 31-day extension of coverage, the effective date will be retroactive.
17.	Child of employee, former employee or annuitant stops meeting the requirements for unmarried dependent children.	Yes*	Does Not Apply	Does Not Apply	Within 60 days after the later of: the qualifying event; or the child's receiving notice of the opportunity to select temporary continuance of coverage (based on the enrollee's notification to the employing office of the child's eligibility). Coverage is effective the day after other DCEHB coverage ends, including the 31-day extension of coverage. If election is made after the end of the 31-day extension of coverage, the effective date will be retroactive.

* Individuals must be otherwise eligible to enroll.

EFFECTIVE DATES

Enrollments and changes in enrollment (except cancellations and open season changes) become effective on the first day of the first pay period after one in which (1) the Servicing Personnel Office receives the registration form (DCSF 1269), and that (2) follows a pay period during any part of which the employee was in a pay status. (The pay status requirement does not apply to a change from Self and Family to Self Only or a change from Self Only to Self and Family due to the birth of a child or addition of a child as a new family member.) A cancellation becomes effective on the last day of the pay period after the pay period in which the Servicing Personnel Office receives the DCSF 1269.

“THE LIVING WAGE ACT OF 2006”

Title I, D.C. Law No. 16-118, (D.C. Official Code §§ 2-220.01-11)

Effective June 9, 2006, recipients of new contracts or government assistance shall pay affiliated employees and subcontractors who perform services under the contracts no less than the current living wage **\$11.75 per hour.**

The requirement to pay a living wage applies to:

- All recipients of contracts in the amount of \$100,000 or more; and, all subcontractors of these recipients receiving \$15,000 or more from the funds received by the recipient from the District of Columbia, and,
- All recipients of government assistance in the amount of \$100,000 or more; and, all subcontractors of these recipients of government assistance receiving \$50,000 or more in funds from government assistance received from the District of Columbia.

“Contract” means a written agreement between a recipient and the District government.

“Government assistance” means a grant, loan or tax increment financing that result in a financial benefit from an agency, commission, instrumentality, or other entity of the District government.

“Affiliated employee” means any individual employed by a recipient who received compensation directly from government assistance or a contract with the District of Columbia government, including any employee of a contractor or subcontractor of a recipient who performs services pursuant to government assistance or contract. The term “affiliated employee” does not include those individuals who perform only intermittent or incidental services with respect to the contract or government assistance or who are otherwise employed by the contractor, recipient or subcontractor.

Certain exceptions may apply where contracts or agreements are subject to wage determinations required by federal law which are higher than the wage required by this Act; contracts for electricity, telephone, water, sewer other services delivered by regulated utility; contracts for services needed immediately to prevent or respond to a disaster or eminent threat to the public health or safety declared by the Mayor; contracts awarded to recipients that provide trainees with additional services provided the trainee does not replace employees; tenants or retail establishments that occupy property constructed or improved by government assistance, provided there is no receipt of direct District government assistance; Medicaid provider agreements for direct care services to Medicaid recipients, provided that the direct care service is not provided through a home care agency, a community residential facility or a group home for mentally retarded persons; and contracts or other agreements between managed care organizations and the Health Care Safety Net Administration or the Medicaid Assistance Administration to provide health services.

Exemptions are provided for employees under 22 years of age employed during a school vacation period, or enrolled as a full-time student who works less than 25 hours per week, provided that other employees are not replaced, and for employees of nonprofit organizations that employ not more than 50 individuals.

Each recipient and subcontractor of a recipient shall provide this notice to each affiliate employee covered by this notice, and shall also post this notice concerning these requirements in a conspicuous site in the place of business.

All recipients and subcontractors shall retain payroll records created and maintained in the regular course of business under District of Columbia law for a period of at least 3 years.

This is a summary of the “Living Wage Act of 2006”. For the complete text go to:

www.does.dc.gov or www.ocp.dc.gov

**To file a complaint contact: Department of Employment Services
Office of Wage-Hour**

**64 New York Avenue, N.E., Room 3105, Washington, D.C. 20002
(202) 671-1880**



LIVING WAGE ACT FACT SHEET

The "Living Wage Act of 2006," Title I of D.C. Law 16-18, (D.C. Official Code §§2-220.01-.11 became effective June 9, 2006. It generally provides that District of Columbia government contractors and recipients of government assistance (grants, loans, tax increment financing) in the amount of \$100,000 or more shall pay affiliated employees wages no less than the amount of \$11.75 per hour.

Subcontractors of D.C. government contractors who receive \$15,000 or more from the contract and subcontractors of the recipients of government assistance who receive \$50,000 or more from the assistance are also required to pay their affiliated employees no less than \$11.75 per hour.

"Affiliated employee" means any individual employed by a recipient who received compensation directly from government assistance or a contract with the District of Columbia government, including any employee of a contractor or subcontractor of a recipient who performs services pursuant to government assistance or contract. The term "affiliated employee" does not include those individuals who perform only intermittent or incidental services with respect to the contract or government assistance or who are otherwise employed by the contractor, recipient or subcontractor.

Exemptions – The following contracts and agreements are exempt from the "*Living Wage Act*":

1. Contracts or other agreements that are subject to higher wage level determinations required by federal law (i.e., if a contract is subject to the Service Contract Act and certain wage rates are lower than the District's current living wage, the contractor must pay the higher of the two rates);
2. Existing and future collective bargaining agreements, provided, that the future collective bargaining agreement results in the employee being paid no less than the established living wage;
3. Contracts for electricity, telephone, water, sewer or other services provided by a regulated utility;
4. Contracts for services needed immediately to prevent or respond to a disaster or eminent threat to public health or safety declared by the Mayor;
5. Contracts or other agreements that provide trainees with additional services including, but not limited to, case management and job readiness services; provided that the trainees do not replace employees subject to the Living Wage Act of 2006;
6. An employee, under 22 years of age, employed during a school vacation period, or enrolled as a full-time student, as defined by the respective institution, who is in high school or at an accredited institution of higher education and who works less than 25 hours per week; provided that he or she does not replace employees subject to the Living Wage Act of 2006;

7. Tenants or retail establishments that occupy property constructed or improved by receipt of government assistance from the District of Columbia; provided, that the tenant or retail establishment did not receive direct government assistance from the District;
8. Employees of nonprofit organizations that employ not more than 50 individuals and qualify for taxation exemption pursuant to section 501(c)(3) of the Internal Revenue Code of 1954, approved August 16, 1954 (68A Stat. 163; 26 U.S.C. § 501(c)(3));
9. Medicaid provider agreements for direct care services to Medicaid recipients, provided, that the direct care service is not provided through a home care agency, a community residence facility, or a group home for mentally retarded persons as those terms are defined in section 2 of the Health-Care and Community Residence Facility, Hospice, and Home Care Licensure Act of 1983, effective February 24, 1984 (D.C. Law 5-48; D.C. Official Code § 44-501); and
10. Contracts or other agreements between managed care organizations and the Health Care Safety Net Administration or the Medicaid Assistance Administration to provide health services.

Enforcement

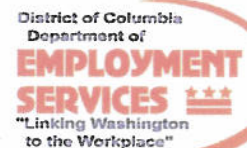
The Department of Employment Services (DOES) and the D.C. Office of Contracting and Procurement (OCP) share monitoring responsibilities.

If you learn that a contractor is not paying at least the living wage you should report it to the Contracting Officer.

If you believe that your employer is not paying you at least the required living wage, you may file a complaint with the DOES Office of Wage – Hour, located at 64 New York Avenue, N.E., Room 3105, (202) 671-1880.

For questions and additional information, contact the Office of Contracting and Procurement at (202) 727-0252 or the Department of Employment Services on (202) 671-1880.

Please note: *This fact sheet is for informational purposes only as required by Section 106 of the Living Wage Act. It should not be relied on as a definitive statement of the Living Wage Law or any regulations adopted pursuant to the law.*



Government of the District of Columbia
Anthony A. Williams, Mayor

Department of Employment Services
Gregory P. Irish, Director